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1-1-1937

Retail Clerks International Protective Association, Local 367 (1937)

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Retail Clerks International Protective Association, Local 367 (1937)

Location

Tacoma, WA

Effective Date

1-1-1937

Expiration Date

11-1-1937

Union

Retail Clerks International Protective Association

Union Local

367

NAICS

44

Sector

Private

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Comments

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Grocery

A G R E E M E N T

THIS AGREEMENT made and entered into this _____ day of _____, 1937, by and between _____ of Tacoma, Washington, Party of the First Part and the Retail Clerks International Protective Association, Local #367 of Tacoma, Washington, hereinafter referred to as the Union, Party of the Second Part.

Section 1. Each of the Parties herein named agrees and assents to the following rules and regulations which shall govern their mutual relationship in the conduct of their business relations.

Section 2. The Party of the First Part agrees to employ only Union members, excepting Store Managers. When a new employee is employed who is not already a member of the Retail Clerks Union he must immediately secure a working permit from the Business Agent of the Union. A working permit shall be good for thirty (30) days only.

Section 3. No employee, except Store Managers and Head Checkers, shall work more than forty-eight (48) hours, plus the clean-up periods, per week. Clean-up period not to exceed thirty (30) minutes on week days, and not more than sixty (60) minutes on Saturdays. One (1) hour lunch periods to be taken each day, except on Saturdays when one-half ($\frac{1}{2}$) hour lunch period is to be taken. This one-half ($\frac{1}{2}$) hour lunch period shall also apply on days previous to each holiday.

Store Managers and Head Checkers are not to work more than fifty-four (54) hours per week.

Section 4. Store Managers working in executive positions are not eligible for membership in the Union.

Section 5. The stores will only take inventories quarterly, except in an emergency.

Section 6. Salary Schedule:

Head Checkers in Class "A" stores, not less than.....	\$27.00 per week.
Journeymen clerks over 1 yrs experience, not less than.....	\$22.00 per week.
Apprentice Clerks under 1 yrs experience, not less than.....	\$19.00 per week.
Extra Journeymen.....	\$.46 per hour.
Extra Apprenticemen.....	\$.40 per hour.
Package Boys.....	\$.35 per hour.

Store Managers shall receive not less than thirty-five (\$35.00) dollars per week.

Experience shall be based upon continuous time worked in a grocery store. No more than one (1) apprentice shall be employed for every three (3) journeymen or fraction thereof.

It is further agreed that women clerks shall receive not less than twenty dollars (\$20.00) per week. Extra women clerks shall receive not less than forty-two cents (\$.42) per hour.

Section 7. The following holidays are to be observed: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. Employees shall suffer no loss of wages or be required to make up any time for holidays.

Section 8. The Party of the First Part agrees to display the Union Shop Card of the Retail Clerks International Protective Association, which is the property of the Union, cannot be sold, and can be withdrawn from the store for violation of this agreement.

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Section 9. Members of the Union shall not be discriminated against for upholding Union principles, or be discharged without good and sufficient cause, nor shall there be any individual agreement between employer and employee.

Section 10. It is further agreed that employees shall be given one (1) week's notice of dismissal of their services, and likewise, employees shall give one (1) week's notice of their desire to resign.

Section 11. The Business Agent of the Union shall be allowed access to the store on business involving the relations of both parties to this agreement.

Section 12. If any complaint or grievance arises under this agreement, it shall be taken up directly with the Business Agent of the Union and the Party of the First Part; if they fail to agree, to be submitted to the Executive Board of the Union and the Party of the First Part, and, in the event they cannot reach an agreement, it is to be submitted to an Arbitration Board consisting of two (2) representing the employer and two (2) representing the employees, and if they fail to agree the four shall select a fifth member acceptable to both parties and the decisions of the fifth member shall be accepted as final by both parties to this agreement.

THIS AGREEMENT shall remain in effect for one year from date of signing, and if not renewed on that date it will automatically renew itself until declared void by either Party after thirty (30) days written notice.

EMPLOYER

UNION

THE GROCERY CONTRACTS EXPIRE IN NOVEMBER, 1937.

